

your health & well-being

HEALTH & PRESCRIPTION DRUG PLAN

CHOOSE ANY PROVIDER YOU WISH!

REQUIREMENT: MUST USE UI HEALTH CARE PHARMACIES FOR SPECIALTY DRUGS

UI CHOICE

Administered by Wellmark Blue Cross and Blue Shield

PHARMACY

4 tiered prescription benefit
Visit wellmark.com and select Blue Rx Complete to search for your drug

PLAN HIGHLIGHTS

- Employee only premium cost is free
- UI pays 80% of all other premium costs
- 3 networks of providers to choose from
- Free care almost anywhere 24/7 with Doc on Demand
- OPM = \$1,700 person / \$3,400 family
- Prescription Drug OPM = \$1,100 person / \$2,200 family
- Generic Drugs are free



Links To Visit

For more health plan information:
visit <http://bit.ly/uichoice>

For further information on premiums:
visit <http://bit.ly/UIChoicePremiums>

For provider information:
visit <http://bit.ly/uichoiceproviders>

DENTAL PLAN

CHOOSE ANY PROVIDER YOU WISH!

DENTAL II

Administered by Delta Dental of Iowa

Tier 1 = PPO Network
Tier 2 = Regular Delta Dental Network
Tier 3 = Dentists who do not participate with Delta Dental

PLAN HIGHLIGHTS

- Employee only premium cost is free
- UI pays 80% of all other premium costs
- \$2,000 max annual benefit up to \$4,000 carryover
- 2 diagnostic/preventative services per year
- College of dentistry clinics incentive
- Orthodontia coverage for children and adults



Links To Visit

For more dental plan information:
visit http://bit.ly/Dental_II


For further information on premiums:
visit http://bit.ly/Dental_IIRates

For provider information:
visit <http://bit.ly/DeltaDentalProviders>

GENERAL & SHARED SAVINGS CREDITS


BASED ON BENEFITS YOU SELECT, YOU WILL BE ELIGIBLE FOR A VARIETY OF CREDITS


GENERAL CREDIT

 Every benefit eligible employee will receive \$90/month in general benefits credits

Credits may be used to reduce the cost of health and dental insurance, additional life insurance, AD&D insurance, or to fund a flexible spending account

SHARED SAVINGS CREDITS

 Waive university-offered dental insurance and you will receive a \$25 credit

 If your base salary is greater than \$25,000 and you elect \$50,000 in group life insurance, you will receive a \$40 credit

FLEXIBLE SPENDING ACCOUNTS (FSA)

HEALTH CARE FSA

- Contribute up to \$2,650 annually
- Qualified medical expenses, are eligible for reimbursement (e.g. co-pays, deductibles, prescription meds, vision and dental-related expenses)

DEPENDENT CARE FSA

- Contribute up to \$5,000 annually per household
- Tax-free reimbursement of eligible expenses for the care of a qualified individual. e.g. child under age of 13

investing in a secure future

LIFE INSURANCE

GROUP LIFE, VOLUNTARY TERM LIFE, DEPENDENT LIFE

GROUP LIFE

- University paid benefit for the employee only. Coverage required
- UI funds 2 times your salary
- Max coverage amount is \$400,000

VOLUNTARY TERM LIFE

- Coverage amounts: .5 x salary up to 3.5 times your salary
- Max coverage amount is \$1,000,000

DEPENDENT LIFE

- Premium is paid on an after-tax basis
- For specific rates and coverage, visit <http://bit.ly/dependentliferates>

DISABILITY & ACCIDENTAL INSURANCE

LONG-TERM DISABILITY

- University-paid benefit
- Coverage is 60% salary replacement for up to 2 years or longer for employees who become disabled while actively employed
- Max benefit is \$300,000 per year

ACCIDENTAL DEATH & DISMEMBERMENT

- Coverage is available in \$100,000 increments up to a max of \$1,000,000
- For more info, visit http://bit.ly/AD_Dinfoandrates

RETIREMENT

EVERY STAFF MEMBER WITH EMPLOYMENT (EXCEPT: HOUSE STAFF, FELLOWS, ADJUNCT FACULTY AND STUDENTS) EXPECTED TO LAST 6 MONTHS OR MORE MUST PARTICIPATE IN A RETIREMENT PROGRAM

TIAA

Teacher's Insurance Annuity Association

- Defined contribution plan (403b)
- Employee contribution= 3.33% on 1st \$4,800 of salary each year for year 1-5 and 5% after 5 yrs
- University contribution= 6.66% on 1st \$4,800 of salary each year for year 1-5 and 10% after 5 yrs
- Both employee and University contributions are fully and immediately vested

IPERS

Iowa Public Employees Retirement System

- Defined benefit plan or "traditional pension plan"
- Retirement income is determined by a formula based on years of service and the salary earned
- Employee contribution= 6.29%; university contribution = 9.44%
- Vesting begins after 7 years or at age 65

work / life balance

VACATION & SICK LEAVE

VACATION

- Accrued for P&S at 16 hours per month, SEIU and Merit Staff accrue based on a tiered schedule
- Visit <http://bit.ly/vacationaccruals> for accrual rates

SICK LEAVE

- Accrued for full-time faculty and staff at 12 hours/month
- Unlimited maximum accrual
- Ability to transfer sick leave to vacation
- Visit <http://bit.ly/vacationaccruals> for accrual rates

FAMILY CAREGIVING LEAVE

- 40 hrs sick leave max/year to use for care of sick or injured immediate family members
- Unused time will be carried over to next calendar year up to 80hrs
- Visit <http://bit.ly/FamilyCareLeave> for more info

HEALTH & WELL-BEING

UIWELLNESS LIVEWELL PROGRAM

- Annual incentive to take your personal health assessment
- Free health coaching either in-person, or via phone, Skype or email
- Receive a 50% incentive towards an annual membership to campus fitness facilities
- Learn more at hr.uiowa.edu/livewell

EMPLOYEE ASSISTANCE PROGRAM

- Employee Assistance Program provides short-term therapy for faculty, staff and their families
- Behavioral health consultation for managers and supervisors
- Learn more at hr.uiowa.edu/uieap

FAMILY SERVICES

- Programs & resources to support our employees & students
- Child care services, elder care giving resources, new parent resources, and flexible work arrangements
- Financial Well-Being
- Learn more at hr.uiowa.edu/family-services

ERGONOMICS PROGRAM

- Program focuses on safety, health and well-being of all faculty and staff
- Education and risk assessments by request
- Learn more at hr.uiowa.edu/ergonomics

MISCELLANEOUS

PAID HOLIDAYS (9)

* May vary based on work schedule

- New Year's Day
- Martin Luther King Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day & Friday After
- Christmas Day + 1 add'l day that is determined by the University

FAMILY AND MEDICAL LEAVE

- Eligible employee will receive a total of 12 work weeks (up to 480 hrs) during the calendar year for one or more of the following reasons:
 birth of a child, adoption, care for family with a serious health condition, etc.

LIABILITY PROTECTION

UI staff members are provided liability protection under the Iowa Tort Claims Act (Chapter 25A, Code of Iowa). This act provides that claims may be filed against the State of Iowa on account of damage to or loss of property or on account of personal injury or death caused by negligent or wrongful act or omission of any employee of the state while acting within the scope of their employment.

voluntary insurance programs & discounts

VOLUNTARY INSURANCE PROGRAMS

VOLUNTARY RETIREMENT SAVINGS PROGRAM

- Make additional pre-tax or after-tax contributions into a retirement account
- 6 vendor options
- More info at: http://bit.ly/VRSP_SaveExtra

VISION INSURANCE

- You may purchase vision insurance through Two Rivers Insurance Services
- Two plans: Avesis and EyeMed
- More info at: www.benefitowa.com/Vision-UI.html

OTHER INSURANCE PROGRAMS

- Long-term care, accident insurance, critical illness insurance, auto insurance and more
- More info at: <http://bit.ly/voluntaryprograms>

DISCOUNTS

UI OPTICAL

- Receive a discount at UI Optical-UIHC & UI Optical-IRL
- 15% discount on complete purchase of glasses and 10% discount on LASIK and PRK surgery

DELTA DENTAL VISION

- Participants of Delta Dental receive a discount at EyeMed vision providers
- For more information, visit: deltadentalia.com/deltavision

EMPLOYEE DISCOUNT PROGRAM

- Receive discounts on hundreds of goods and services from 3rd party vendors
- Visit <http://bit.ly/EDPiowa>

#4

BEST PLACES TO LIVE IN 2018

(livability.com)



1,700

ACRES OF BICYCLE FRIENDLY MAIN CAMPUS



#3

BEST UNIVERSITY RECREATION FACILITY IN U.S.



26

YEARS ON U.S NEWS & WORLD REPORT'S LIST OF "AMERICA'S BEST HOSPITALS"



#42

"AMERICA'S BEST MIDSIZE EMPLOYERS" IN 2018 (Forbes)

